

Council on Postsecondary Education
Committee on Equal Opportunities
June 26, 2002

Kentucky State University
Updated Status Report: Teacher Education Program

The committee asked the staff of Kentucky State University to attend the April 15 meeting to discuss the status of the university's teacher education program. After the presentation, KSU officials agreed to attend the June 10 CEO meeting to discuss the performance of students on PRAXIS tests taken during fall 2001 and spring 2002. Also, KSU officials agreed to discuss the performance of students that may have retaken the PRAXIS exam after failing it in the most recent reporting period. The updated information is included as an attachment.

The committee asked chair Barger to write a letter to KSU president George W. Reid with copies to the KSU Board of Regents Chair, William Wilson; council chair, Charles Whitehead; and Governor Paul Patton expressing grave concern about the status of the teacher education program at KSU. Responses to the letter are included.

Also, the committee asked council staff to work with the staff of the Education Professional Standards Board to provide assistance to KSU to identify best practices that might be implemented to assist students to prepare for the PRAXIS exam. Shortly after the April 15 meeting, EPSB staff met with KSU officials and faculty to discuss a number of measures that could be implemented that would immediately have an impact on student preparation. The EPSB and council staffs have identified an expert and are planning a statewide conference to discuss best practices and methods for integrating the PRAXIS content issues into the teacher education curriculum. Representatives of teacher education programs at the public institutions and the private institutions will be invited. The conference is planned for June 28 and will be hosted at the Georgetown College Conference Center.

Staff preparation by Rana Johnson and Sherron Jackson



Kentucky State University

Hume Hall, Suite 202
Frankfort, Kentucky 40601

Kenoye K. Eke
Vice President for Academic Affairs

May 13, 2002

Mr. Steve Barger
Kentucky Council on Postsecondary Education
1024 Capital Center Drive, Suite 320
Frankfort, KY 40601-8204

Dear Mr. Barger:

President George W. Reid has requested that I respond to your letter of April 25, 2002. First, I wish to reiterate a point that I made during our appearance before the Committee on Equal Opportunity (CEO), and that is that the University takes full responsibility for the performance of all of its test takers in the Praxis II examination.

Secondly, you will be pleased to know that Dr. George Calhoun, Dean of the College of Professional Studies; Dr. Paul Woods, Chair of the Division of Education and Human Services, and I will be representing the University at the meeting. The delegation will be prepared to answer any additional questions that you may have at this meeting.

Meanwhile, I have attached a copy of the revised plan that is guiding our efforts at turning student performance on the exam around. As further evidence of our continuing effort to fully address this problem, I will highlight one recent significant change in the plan deserving of special attention i.e. the advancement of the implementation date for a policy requiring teacher candidates to pass the Praxis II examination before the start of their student teaching to fall 2002. This policy, approved by the Teacher Education Committee in April 2001, was meant to be effective fall 2003, so as to allow students ample time to prepare for the new requirement. However, our recent experiences, coupled with efforts at

Office: (502) 597-6442 Fax: (502) 597-6409 Email: keke@gwmail.kysu.edu

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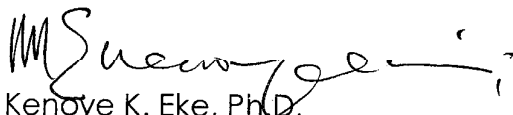
Mr. Steve Barger
KSU Praxis II Exam Success Plan
Page Two

helping affected students prepare to meet the new requirement, convince us of the need to start policy implementation earlier than originally planned.

Additionally, I wish to inform you that the Division of Education and Human Services is currently identifying, with assistance from the Educational Testing Service (ETS), all graduates of Kentucky State University's teacher education program who have been unsuccessful at passing the Praxis II examination. Following the identification exercise, we plan to invite these individuals to campus for a one-week intensive Praxis Preparation Workshop during summer 2002. Those who take advantage of this opportunity could take the Praxis II exam at the University's expense, if they so desire. Also, the University will be responsible for the training and housing costs, for those who need accommodation. We plan to extend this invitation to the students who are due to start their student teaching during fall 2002, and other students who have been accepted to the Teacher Education Program.

Should you have any question(s), feel free to contact me. We look forward to joining you on June 10, 2002.

Sincerely,



Kenoye K. Eke, Ph.D.

Attachment

C: President G. W. Reid
Members, Committee on Equal Opportunity
Mr. Charles Whitehead
Dr. Gordon Davies
Dr. Susan Leib
KSU Board of Regents Executive Committee

KENTUCKY STATE UNIVERSITY PRAXIS II SUCCESS PLAN

Objective: Improve KSU Education majors' performance on the PRAXIS-II exam to meet or exceed the state average

Planned & Scheduled Activities	Expected Outcomes	Person(s) Responsible	Timeline	Benchmarks	Measures
<u>Education Budget Support</u> Education spending increased from \$171,628 in FY 1997-98 to \$612,599 in FY 1999-00, resulting in an operational budget increase from \$5,090 in FY 1997-98 to \$20,090 (\$2,511 per full-time faculty, by far the highest at KSU) in FY 2000-02	The Teacher Education Dept will have the highly qualified faculty necessary to provide teacher education majors with a quality education	The President & Vice President for Academic Affairs	This is an ongoing budgetary commitment	By the end of AY 2002-03, 15% more students will pass the PRAXIS-II exams from 2000-01 benchmarks. Each subsequent testing will show a 10% increase in pass rate from previous testing	Percentage of students passing the PRAXIS-II as identified by the KST Testing Dept., ETS and EPSB
Average faculty salaries grew from \$49,101 to \$79,613 for Full Professors, \$44,125 to \$62,756 for Associate Professors, and \$36,656 to \$47,736 for Assistant Professors	The KSU Education Division will be able to retain qualified tenure-track faculty to other colleges and universities offering higher salaries.	The President and Vice President for Academic Affairs	This is an ongoing budgetary commitment	Newly hired faculty members will remain at KSU for more than three years.	Retention patterns relative to faculty employment longevity at KSU
\$412,000 was invested to establish the Center for Innovation in Teaching, Learning, & Assessment (CITLA) in FY 2000-01. To date, the financial commitment for the Center exceeds \$565,000 for the FY 2000-02 period	To improve faculty classroom instruction and learning by providing seminars, work-shops, and individual assistance to faculty members.	The President and Vice President for Academic Affairs	This is an ongoing budgetary commitment	Faculty participation in workshops and seminars will increase by 85%	Attendance sheets for faculty participation
New computers, smart technology and furniture @ \$56,076.00 in Education Lab	Students will have access to 25 computers and smart technology	Dean of CPS, Chair of Education, Education Technologist	August 2001-Thur March 2002	100 % of Education majors will infuse technology into their lesson plans	Number of Education classes taught in Lab environment and # of students using the technology for classroom work

Planned & Scheduled Activities	Expected Outcomes	Person(s) Responsible	Timeline	Benchmarks	Measures
<u>Program & Curricula Support</u> Education (pedagogy) and Arts & Science (content) faculty members are currently collaborating to revise the Education and Secondary curricula areas. Faculty members are busy redesigning their course examinations by reducing the number of multiple-choice exam questions currently included New admission requirements were adopted for Teachers Preparation program	Curricula alignment will help to ensure that best practices are implemented to promote student learning and provide the skills and competencies necessary to teach P-12 pupils To design exams requiring the inclusion of analytical questions based on case studies similar to those included in the Praxis - II exams. A (GPA) of 2.75 for program admission will discourage at-risk students who are unable to pass the PRAXIS-II exam.	Curriculum Alignment Committee consisting of content and pedagogy faculty members Pedagogy and content faculty members	To be completed by Spring 2003 To be completed by Spring 2003	Content faculty members are awarded 25% assigned-time to devote to classroom instruction for Education majors 90% of the course exams will reflect the knowledge and skills necessary to pass the PRAXIS exam	KSU content and pedagogy faculty course syllabi, course handouts, and exams held on file in program offices Exams will be on file in program offices
New admission requirements were adopted for Teachers Preparation program	Students will be better prepared to assume classroom teaching responsibilities	The Teacher Education Committee (TEC) & Chair of Education Division	April 17, 2001	90% of the students enrolling into an education program beginning Spring 2002 will have higher PRAXIS scores by Spring 2003	KSU student pass/fail percentages as maintained by the KSU Testing Office and ETS
New policy requiring all students to take and pass the Praxis - II Exam before they are permitted to enroll for student teaching	A revised and innovative general education curriculum	The Teacher Education Committee (TEC), Chair Of Education Division	Adapted April 17, 2001 Effective Fall 2002	Education majors scheduled to take the PRAXIS after Spring 2002 will have higher PRAXIS scores during Spring 2003 by 15%.	100% of all Education students schedule to take the PRAXIS II exam will enroll in one or more workshops
Revise the general education curriculum	To provide seminars and workshop in test taking and other skills and give students access to professional role models	General Education Task Force	August 2000 Through May 2002	50% of Students accepted into Teacher Education Program in Fall 2003, will experience new curriculum	Number of courses taken under new general education curriculum
<u>Student Support</u> \$210,000 was invested to establish the Center for Professional & Career Preparation (CPCP)	To identify test item failure patterns to ascertain the strengths and weaknesses of KSU Education students	Director of CPCP	Ongoing Education commitment	100% Education Students will participate in seminars and workshops	Student participant Sign in sheets
An item analysis study of the PRAXIS-II exam will be conducted		Dir. of CITLA, Dean College of Professional Studies	To be completed by Fall 2002	Data will be available to make curricula changes by content & pedagogy faculty members	Data will be shared with all content and pedagogy faculty

Planned & Scheduled	Expected Outcomes	Person(s) responsible	Timeline	Benchmarks	Measures
Faculty Support Five faculty members participated in a PRAXIS training workshop at the University of Louisville	KSU faculty gained a better understanding of the PRAXIS exam and planned a similar PRAXIS daylong workshop and over 50 faculty attended	KSU faculty & Dr. Carmen Giebelhaus, ETS representative	Aug. 14, 2001	Workshop topics covered Curriculum Realignment" and "Teacher Pre-paration as a Campus- wide Responsibility	Workshop flyers and brochures with meeting times locations, and title of presentations
Pedagogy & content faculty members were encouraged take the Praxis exam. While 23 faculty expressed interest, only three actually took the exam	Provide faculty an opportunity to design lectures and tests to address the competencies presented in the exam	Individual faculty members, Chair of Education Division	July 17, 2001	By December 9, 2002 Between 5-10 faculty members will take the PRAXIS-II exam	List of faculty member who actually took the PRAXIS-II exam
A Workshop series was held at the beginning of Spring Semester, 2002. All KSU faculty were required to attend some workshop sessions	Workshop topics centered on the following: "Critical Thinking," "Blackboard Teaching Applications," "Teaching Controversial Topics" "Introduction to the Electronic Portfolio Model (EPM) Assessment Tool" "Bringing Pizzazz to the Class with PowerPoint Presentations"	VPAA, Director CITLA Director and KSU Faculty members sponsored the workshop	Jan. 7-3 2002	90% of all content and pedagogy faculty responsible for course offerings to Education will be re-quired to attend Univer-sity-wide workshops	Attendance sheets of faculty participation maintained on file in the Office of Academic Affairs
Workshops on Electronic portfolio for faculty members	"Introduction to the Electronic Portfolio Model (EPM) Assessment Tool"	Director of CITLA & Chair of Education	January 7 - 8 2002	90% of all content and pedagogy faculty responsible for course offerings to Education will be required to attend University wide workshops	Attendance sheets of faculty participation maintained on file in the Office of Academic Affairs
Conduct workshops on class assessment for faculty	Faculty will use assessment methods that measure student learning and are better aligned with best practices in high stakes tests	Director of CITLA, Deans, and Chairs	August 2002 - May 2003	66% of the faculty would have received training in new learner-focused assessment methods	Attendance sheets of faculty participation maintained on file in the Office of Academic Affairs

Revised 04/30/02



GORDON K. DAVIES
President

Charles Whitehead
Chair
Villa Hills

Norma B. Adams
Vice Chair
Somerset

Walter A. Baker
Glasgow

Steve Barger
Louisville

Peggy Bertelsman
Ft. Thomas

Barton D. Darrell
Bowling Green

Richard D. Freed
(faculty member)
Lexington

Ronald Greenberg
Louisville

Susan Guess
Benton

John R. Hall
Lexington

Charlie Owen
Louisville

Christopher J. Pace
(student member)
Winchester

Joan N. Taylor
Lexington

Lois Combs Weinberg
Hindman

Gene Wilhoit
(ex officio)

May 24, 2002

Mr. William Wilson
Chair, Board of Regents
Kentucky State University
400 East Main Street
Frankfort, Kentucky 40601

Dear Chair Wilson:

Thank you for your letter of assurance regarding Kentucky State University's teacher preparation program. Earlier this week, the council expressed deep concern about the future of this program. KSU can play a central role in increasing the number of African American educators in classrooms throughout the Commonwealth, so we are pleased to know that the board of regents has made this issue a top priority.

At the council meeting, President Reid promised us that the administration was taking the necessary steps to remedy this problem. We anxiously await reports that the university is implementing programs that work and evidence of increased performance by KSU students on the teacher certification test.

Sincerely,

Charles Whitehead
Chair

cc: Members, Council on Postsecondary Education
Members, Committee on Equal Opportunities
Sue Hodges Moore
Gordon K. Davies
Wendella Fox
Susan Leib
KSU Board of Regents
George W. Reid

POSTSECONDARY
EDUCATION

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copy to admin staff
faxed to CPE members
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Kentucky State University

Frankfort, Kentucky 40601

*Board of Regents
William Wilson, Chair*

May 14, 2002

Mr. Charles Whitehead
Chair
Kentucky Council on Postsecondary Education
1024 Capital Center Drive, Suite 320
Frankfort, KY 40601-8204

Dear Chuck:

Thanks for your letter of concern. Please be assured that the Academic Affairs Committee, the Executive Committee, as well as the Board of Regents have all gone on record as stating that our recently reported scores on the PRAXIS Exam are deplorable, disappointing, and, at best, embarrassing.

I cannot begin to tell you how aggravating it is to hear or read of anyone making excuses for poor performance. To that end, it is the Board's feelings that we achieve excellence by identifying the problems, accepting responsibility for all of our students, and focusing on the appropriate solutions.

In keeping with the above sentiment, the Board has been presented with an improvement plan. In fact, the plan has met with favor from both CPE and the EPSB. Naturally, this is encouraging, but it will be the Board who will monitor this plan to ensure proper implementation. The Board is looking to the fall of 2002 as a target date for achievement equivalent to the other universities.

With that said, the only thing that really matters is results. Thanks again for your interest, and please stay in touch.

Sincerely,

William Wilson

Telephone: (502) 597-6264⁴⁴ Fax: (502) 597-6497



GORDON K. DAVIES
President

Charles Whitehead
Chair
Villa Hills

Norma B. Adams
Vice Chair
Somerset

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Glasgow

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Lexington

Charlie Owen
Louisville

Christopher J. Pace
(student member)
Winchester

Joan N. Taylor
Lexington

Lois Combs Weinberg
Hindman

Gene Wilhoit
(ex officio)

April 25, 2002

Mr. William Wilson
Chair
Kentucky State University Board of Regents
400 East Main Street
Frankfort, Kentucky 40601

Dear Bill:

To say the least, I was really surprised to read the letter President George Reid sent to the Frankfort Rotary Club. The letter appears to blame the students for not being prepared. The university does not seem to accept responsibility for preparing the students that it accepts into the teacher education program to demonstrate the necessary proficiency to become classroom teachers. The president's statements contradict what you said – as reported by the media – at your Executive Board meeting and what the Committee on Equal Opportunities was told by university representatives April 15.

The implication that students admitted to the KSU program between 1998-2000 are expendable is not what the citizens of the commonwealth would expect from the president of Kentucky State University. Nor would the citizens expect the board to stand still and allow the students to be blamed for not receiving the level of instruction and programmatic services that would afford them a reasonable opportunity to obtain the primary credential necessary to be employed as a public school teacher in Kentucky.

Sincerely,

Charles Whitehead
Chair